

## **EEO PUBLIC FILE REPORT**

This Report covers full-time vacancy recruitment data for the period: May 23, 2015 – May 22, 2016.

**1) Employment Unit: Greater Media Detroit**

**2) Unit Members (Stations and Communities of License):**      **WCSX(FM), Birmingham, MI**  
   **WMGC-FM, Detroit, MI**  
   **WRIF(FM), Detroit, MI**

**3) EEO Contact Information for Employment Unit:**

Mailing Address:  One Radio Plaza Detroit, MI 48220	Telephone Number: 248-591-6800
	Contact Person/Title: Lauren Conn, Executive Assistant
	E-mail Address: lconn@greatermediadetroit.com

**4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

<b><u>Job Title</u></b>	<b><u>Referral Source</u></b>
(a) WMGC Account Executive	Industry Referral
(b) WRIF Account Executive	Employee Referral
(c) WMGC Account Executive	Management Referral
(d) WRIF Account Executive	Management Referral
(e) WRIF Account Executive	Management Referral
(f) WMGC On-Air Host	Exigent Circumstance
(g) WMGC On-Air Host	Exigent Circumstance
(h) WMGC Account Executive	Industry Referral
(i) WRIF Account Executive	Website
(j) WCSX Account Executive	Industry Referral
(k) WRIF Account Executive	Industry Referral
(l) WCSX Account Executive	Management Referral

**Stations WCSX(FM), WMGC-FM, and WRIF(FM) are Equal Opportunity Employers.**

**5) Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy**

**a) Job Title: WMGC Account Executive Referral Source(s) of Hiree: Industry Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification?
Greater Media Stations and Website	Executive Assistant/HR Coordinator per Station	See Appendix A		0	Yes
Greater Media Detroit In-House Posting	Executive Assistant	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	0	Yes
EEO Distribution List	N/A	See Appendix B		3*	See Appendix B
Employee Referral	Executive Assistant	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	1	No
Industry Referral	Executive Assistant	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	2	No
Management Referral	Sales Manager	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	2	No

\*Referral Source was LinkedIn.com for all three interviewees.

**b) Job Title: WRIF Account Executive Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification?
Greater Media Stations and Website	Executive Assistant/HR Coordinator per Station	See Appendix A		0	Yes
Greater Media Detroit In-House Posting	Executive Assistant	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	0	Yes
EEO Distribution List	N/A	See Appendix B		1*	See Appendix B
Employee Referral	Executive Assistant	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	1	No
Industry Referral	General Sales Manager	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	2	No
Management Referral	General Sales Manager	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	2	No

\*Referral source was LinkedIn.com.

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**c) Job Title: WMGC Account Executive Referral Source(s) of Hiree: Management Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification?
Greater Media Stations and Website	Executive Assistant/HR Coordinator per Station	See Appendix A		1	Yes
Greater Media Detroit In-House Posting	Executive Assistant	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	0	Yes
EEO Distribution List	N/A	See Appendix B		0	See Appendix B
Management Referral	Program Director	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	2	No
Industry Referral	Program Director	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	1	No

**d. and e.) Job Title: WRIF Account Executive Referral Source(s) of Hiree: Management Referral (2)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification?
Greater Media Stations and Website	Executive Assistant/HR Coordinator per Station	See Appendix A		3	Yes
Greater Media Detroit In-House Posting	Executive Assistant	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	0	Yes
EEO Distribution List	N/A	See Appendix B		0	See Appendix B
Management Referral	Program Director	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	2	No

**f. and g.) Job Title: WMGC-FM On-Air Host Referral Source(s) of Hiree: Exigent Circumstances\***

\*Both positions were filled by promoting part-time employees with unique skills sets during a transition the station needed to keep confidential.

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**h) Job Title: WMGC Account Executive Referral Source(s) of Hiree: Industry Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification?
Greater Media Stations and Website	Executive Assistant/HR Coordinator per Station	See Appendix A		0	Yes
Greater Media Detroit In-House Posting	Executive Assistant	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	0	Yes
EEO Distribution List	N/A	See Appendix B		0	See Appendix B
Management Referral	Program Director	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	3	No
Employee Referral	Sales Manager	One Radio Plaza, Ferndale MI, 48220	(248)591-6800	1	No
Industry Referral	General Sales Manager	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	2	No

**i) Job Title: WRIF Account Executive Referral Source(s) of Hiree: Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification?
Greater Media Stations and Website	Executive Assistant/HR Coordinator per Station	See Appendix A		1	Yes
Greater Media Detroit In-House Posting	Executive Assistant	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	0	Yes
EEO Distribution List	N/A	See Appendix B		0	See Appendix B
Industry Referral	Sales Manager	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	1	No

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**j) Job Title: WCSX Account Executive Referral Source(s) of Hiree: Industry Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification?
Greater Media Stations and Website	Executive Assistant/HR Coordinator per Station	See Appendix A		0	Yes
Greater Media Detroit In-House Posting	Executive Assistant	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	0	Yes
EEO Distribution List	N/A	See Appendix B		0	See Appendix B
Management Referral	Sales Manager	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	4	No
Industry Referral	Sales Manager	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	3	No
Employee Referral	Sales Manager	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	1	No

**k) Job Title: WRIF Account Executive Referral Source(s) of Hiree: Industry Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification?
Greater Media Stations and Website	Executive Assistant/HR Coordinator per Station	See Appendix A		2	Yes
Greater Media Detroit In-House Posting	Executive Assistant	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	0	Yes
EEO Distribution List	N/A	See Appendix B		0	See Appendix B
Management Referral	General Sales Manager	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	3	No
Industry Referral	General Sales Manager	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	1	No

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**I) Job Title: WCSX Account Executive Referral Source(s) of Hiree: Management Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification?
Greater Media Stations and Website	Executive Assistant/HR Coordinator per Station	See Appendix A		0	Yes
Greater Media Detroit In-House Posting	Executive Assistant	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	0	Yes
EEO Distribution List	N/A	See Appendix B		0	See Appendix B
Management Referral	General Sales Manager	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	7	No
Industry Referral	General Sales Manager	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	2	No
On-Air Advertisement (WCSX)	Sales Manager	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	2	No

**6) Total # of Interviewees Referred:** For the period from May 23, 2015, through May 22, 2016 this Employment Unit interviewed 56 interviewees for full-time job vacancies.

## **7) Supplemental Recruitment Initiatives.**

- (a) Initiative: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.**

**Date: Ongoing**

**Participants: All Stations**

WCSX, WRIF, and WMGC-FM have an ongoing internship program in the programming, promotion, sales and production departments of each station. These are semester-long, for-credit programs that allow students to experience radio station operation firsthand. Students shadow station employees on projects and promotions. In addition, time is provided for department head managers to answer questions in a formal setting in order to explain and provide context for students on the various procedures, techniques, and events they experience during the internship.

During the reporting period, Greater Media Detroit hosted approximately 50 interns in its program. The Regional Intern Manager for Greater Media Detroit devotes approximately 20% of his work week to the intern program. Each intern is assigned a Department Manager and the Department Manager devotes approximately 50% of their time to the interns each week.

Greater Media Detroit solicits candidates from a variety of educational institutions through placement offices, department contacts and through student initiative. Participating institutions during the reporting period included:

Adrian  
Baker College: Allen Park  
Central Michigan University  
Clearly College: Ann Arbor  
College for Creative Studies: Detroit  
Concordia University: Ann Arbor  
Eastern Michigan University  
Henry Ford Community: Dearborn  
Kettering: Flint  
Lansing Community: Lansing  
Macomb Community: Warren  
Madonna University: Livonia  
Marygrove College: Detroit  
Michigan State: East Lansing  
Monroe County Community: Monroe  
Oakland Community: Auburn Hills  
Oakland University: Rochester Hills  
Rochester College: Rochester Hills  
Schoolcraft: Livonia  
Saginaw Valley State  
Specs Howard School Of Media Arts  
University of Michigan: Ann Arbor  
University of Michigan: Dearborn  
University of Michigan: Flint  
University of Phonex: Detroit  
Washtenaw Community: Ann Arbor  
Wayne County Community: Detroit  
William Tyndale College: Farmington Hills  
Wayne State: Detroit  
Wayne State University  
Western Michigan

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**(b) Initiative: Host a Job Fair.**

**i. WRIF Summer Job Fair**

**Date: June 9<sup>th</sup>, 2015**

**Participants: WRIF Sales Manager, Integrated Sales Manager, Promotions/Digital Coordinator, WRIF Account Executive (5), Promotional Team Members (2), WRIF Event Manager**

On Tuesday, June 9th, at the WRIF offices, the employment unit connected job seekers with businesses, higher education organizations, franchisors, government/military, work-at-home, additional recruitment opportunities and more. WRIF promoted the job fair on-air, online and onsite at WRIF events. 75 qualified candidates attended the job fair, giving out their resumes and looking for a new career! WRIF had a booth at the Job Fair and talked to prospective candidates about careers in the broadcasting industry, as well as collected resumes.

**(c) Initiative: Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.**

**i. MABF Broadcast Media Career & Networking Fair**

**Date: October 8<sup>th</sup>, 2015**

**Participants: WCSX Promotions Manager/Regional Intern Manager and WMGC Promotions Manager**

WCSX and WMGC Marketing and Promotions Managers attended the MABF Broadcast Media Career and Networking Fair for past and present students from area colleges and Specs Howard School of Media Arts. Students had the opportunity to gather information on possible internships, learn about careers in broadcasting and job opportunities as well as turn in resumes.

**ii. Specs Howard Internship Fair 2016**

**Date: March 11<sup>th</sup>, 2016**

**Participants: WMGC Director of Promotions and WRIF Event Coordinator**

Detroit Sports Director of Promotions and WRIF Event Coordinator attended the Specs Howard School of Media Arts Internship Fair. Students had the opportunity to talk to the Director of Promotions and Event Coordinator about a career in radio and things they should focus on in order to prepare for a career in radio broadcasting. Students were able to also turn in their resumes for potential internships and have a short interview.

**iii. Great Lakes Broadcasting Conference and Expo 2016**

**Date: May 3<sup>rd</sup>, 2016**

**Participants: WMGC Director of Promotions and WRIF Promotions Assistant**

The WMGC Director of Promotions and WRIF Promotions Assistant represented Greater Media Detroit at the Michigan Association of Broadcasting Great Lakes Broadcasting Conference and Expo. Students had the opportunity to talk to businesses about a career in broadcasting. The WMGC Director of Promotions and WRIF Promotions Assistant answered questions about internships, what students need to focus on to prepare for a career in radio broadcasting, and also collected resumes for internships.



**(d) Initiative: Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.**

- i. **Specs Howard Career Fair**  
**Date: August 5<sup>th</sup>, 2015**  
**Participants: WRIF Event Coordinator**

WRIF Event Coordinator attended the Specs Howard School of Media Arts Open House for potential students of Specs Howard. Potential students toured the school and heard from 3 different Specs Howard graduates. Each of the graduates told their story about going to Specs and what it has done for them in their careers. The WRIF Event Coordinator answered questions from potential students and talked about his career in broadcasting.

- ii. **Wayne State University Journalism Day Internship Fair**  
**Date: October 15<sup>th</sup>, 2015**  
**Participants: WCSX Promotions Manager/Regional Intern Manager and WMGC Promotions Manager**

WCSX and WMGC Promotions Managers attended the Wayne State University Career Fair to meet with potential interns and job applicants, and speak with them about careers in broadcasting. Students attended to turn in resumes for potential jobs or internships.

- iii. **Oakland University Internship Fair 2016**  
**Date: February 16<sup>th</sup>, 2016**  
**Participants: WMGC Director of Promotions and WRIF Event Coordinator**

The Detroit Sports Director of Promotions and WRIF Event Coordinator attended the Oakland University Internship Fair. Students had the opportunity to talk to the Director of Promotions and Event Coordinator about a career in radio broadcasting and things they should focus on in order to prepare for a career in radio. Students were able to also turn in their resumes for potential internships and have a short interview.

- iv. **Utica Schools Career Expo 2016**  
**Date: March 29<sup>th</sup>, 2015**  
**Participants: WMGC Director of Promotions and WMGC Programming Coordinator**

The Director of Promotions and Program Coordinator for Detroit Sports 105.1 attended the Career Expo for high school students that were headed to college or other schools to get their future started. There were over 100 businesses that attended the Expo. Greater Media Detroit was there for Broadcasting and Marketing. The Director of Promotions and Program Coordinator spoke to over 200 students about careers in the field of broadcasting.

- v. **Young Entrepreneurial Academy Mentorship with WCSX Sales Manager**  
**Date: January 2016- March 2016**  
**Participants: WCSX Sales Manager**

YEA is a program for high school age girls throughout SE Michigan who, if accepted, attend classes at Wayne State University. During the program, a group of Mentors are brought in to help students with their business plans, etc. The WCSX Sales Manager participated as a Mentor and discussed, among other things, career opportunities and how to succeed in the broadcast industry.

**(e) Initiative: List each upper-level job opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities.**

**i. Posting of Greater Media Detroit Job Openings**

**Date: Ongoing**

**Participants: Executive Assistant/ EEO Coordinator**

Greater Media Detroit regularly posts job openings and internships at the online job banks of the Michigan Association of Broadcasters ([www.michmab.com](http://www.michmab.com)), All Access ([www.allaccess.com](http://www.allaccess.com)), as well as regularly sending all non-confidential upper-level postings (Management, Sales, Promotions) to organizations with membership including substantial participation by women and minorities such as Detroit Urban League, Arab-American Chaldean Council, Wayne State University, The Associate for Women in Communication Detroit Chapter, and Detroit Adcrafter.

**(f) Initiative: Participate in events sponsored by organizations representing community groups interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.**

**i. Milan Federal Corrections Institution Job Fair**

**Date: September 23<sup>rd</sup>, 2015**

**Participants: WRIF Marketing Director**

The WRIF Marketing Director represented Greater Media Detroit at the Milan Federal Corrections Institution Job Fair held at Federal Corrections Institution at 400 Arkona Rd., Milan, MI 48160. Event consisted of conducting "mock interviews" with inmates at Milan Federal Corrections Institution and discussing future employment possibilities, including careers in broadcasting.

**ii. Anderson University Alumni Chapel Speaking Engagement**

**Date: September 29<sup>th</sup>, 2015**

**Participants: WMGC Program Director**

The WMGC Program Director spoke at the Homecoming Week Chapel that all students are required to attend. The Chapel features distinguished alumni. He spoke about his broadcasting career, how it began and how it has changed over the years, and where the broadcast industry is now.

**iii. Macomb Community College LIFE Course Speaking Engagement**

**Date: October 13<sup>th</sup>, 2015**

**Participants: Executive Assistant**

The Executive Assistant spoke to about 20 students in the LIFE Course for undecided students at Macomb Community College. She spoke to the students about her career path, how she chose radio, what she did in past radio jobs and what she does now, and about where she works and how she was hired into radio. She gave advice for those interested in a career in radio. She then answered questions about her career path, current job openings, what would make someone stand out for those openings, and what different positions do at the stations.

vi. **2015 Michigan Association of Broadcasters Foundation “Career Builder Conference”**

**Date: October 30<sup>th</sup>, 2015**

**Participants: Director of Interactive Marketing  
Director of Internet Operations  
WRIF On-Air Host  
Digital Content Manager**

Each student attendee was encouraged to spend 5 minutes with members of the broadcast industry in a speed networking session in the fashion of speed dating. During the 5 minutes, student attendees were given one-on-one time with broadcast professionals to ask questions about how to enter the industry, seek advice on first steps to take to enter the industry or just ask questions to explore the industry and see if it is a career they would want to pursue through conversation with each mentor.

vii. **Bloomfield Hills Career Day**

**Date: December 11<sup>th</sup>, 2015**

**Participants: Director of Internet Operations**

The Director of Internet Operations gave a presentation at the Bloomfield Hills Career Day about careers in radio broadcasting to groups of students interested in the communications industry as a part of a career day with 12+ speakers from various industries.

viii. **Detroit Sports Broadcasters Association High School Media Day**

**Date: March 5<sup>th</sup>, 2016**

**Participants: WMGC On-Air Afternoon Host**

The PM Drive On-Air Host for Detroit Sports 105.1 attended the Detroit Sports Broadcasters Association High School Media Day at Joe Louis Arena before the start of the Horizon League Tournament. Current Detroit sportscasters talked to students about careers in broadcasting.

ix. **Macomb Community College LIFE Skills Class Tour- South Campus**

**Date: March 15<sup>th</sup> and 18<sup>th</sup>, 2016**

**Participants: Executive Assistant and Staff In Building on Day of Tour**

On March 15<sup>th</sup> and 18<sup>th</sup>, 2016; students from Macomb Community College visited Greater Media Detroit. All of the students are a part of the Life Skills class for Undecided Students helping them to decide on their career path. The Executive Assistant took the students on a tour of Greater Media Detroit while inviting staff to speak to the students about their jobs, career paths, the different departments and what a career in broadcasting has to offer to them. Students had the opportunity to meet on-air hosts and talk to them about their careers, see the studios and how they work, and ask questions.

x. **Michigan Association of Broadcasting “Great Lakes Broadcasting Conference”**

**Date: May 3<sup>rd</sup>, 2016**

**Participants: WCSX Program Director**

The WCSX Program Director attended the Michigan Association of Broadcasting “Great Lakes Broadcasting Conference” and presented “MABF Careers: Marketing You”. The WCSX Program Director discussed what it takes to make the most of the job search, as well as what should go on a resume or in a demo tape. Attendees took away helpful tips on what they need to do to market themselves for a successful career in broadcasting.

**(g) Initiative: Sponsorship of events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.**

**i. ADvance Radio Day at Greater Media Detroit**

**Date: May 11<sup>th</sup>, 2016**

**Participants: National Sales Manager, WCSX Program Director, WCSX/WMGC Marketing Director, WCSX Air Talent, Director of Internet Operations**

The Employment Unit hosted an after work networking event for young professionals. All were members of Adcraft who had signed up for Adcraft Advance, a ten-week program introducing them to different aspects of the media/advertising business. There were approximately 35 attendees. The Employment Unit employees discussed the radio business in general and their individual area of expertise – sales, programming, promotions and on-air personality. The event was an opportunity for the Employment Unit to showcase what the radio industry is all about, network and field questions about radio and the different departments, as well as collect resumes of potential job applicants interested in working at Greater Media Detroit.

### **Appendix A- Greater Media Stations and Websites**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Greater Media Boston	HR Coordinator	55 Morrissey Blvd., Boston, MA 02125	617-822-6580	Yes
Greater Media Charlotte	HR Coordinator	One Julian Price Place, Charlotte, NC 28208	704-374-3802	Yes
Greater Media Detroit (wcsx.com, wrif.com, detroitsports1051.com)	Internet Services Director	One Radio Plaza, Ferndale, MI 48220	248-591-6861	Yes
Greater Media New Jersey	HR Coordinator	610 Main Street, Belmar, NJ 07719	732-249-2600 x235	Yes
Greater Media Newspapers	HR Coordinator	198 Route 9, Manalapan, NJ 07726	732-358-8241	Yes
Greater Media Philadelphia	Executive Assistant	One Bala Plaza-Bala Cynwyd, PA	610-667-8500	Yes
Greater Media Inc. (greatermedia.com)	Director, Information Technology	35 Braintree Hill Office Park, Braintree, MA 02184	215-851-1717	Yes
Greater Media Job Posting Library on Intranet	Executive Assistant	One Radio Plaza, Ferndale, MI 48220	248-591-6861	Yes

### **Appendix B- EEO Distribution List**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
All Access	Joel Denver	28955 Pacific Hwy., Ste. 210-5, Malibu CA 90265	310-457-6616	Yes
Advantage Staffing	Anne Scott	10000 S. Old Woodward, Ste 101, Birmingham, MI 48009	248-645-8880	No
American Federation of TV and Radio Artists	Marcia Fishman	23800 W. 10 Mile Rd., Southfield, MI 48034	248-228-3171	No
AMFMJobs.com Broadcast Employment Services	Mark Holloway	PO Box 4116, Oceanside CA, 92502	800-374-0119	No
Arab American Chaldean Council	Shadia Batayeh	28551 Southfield Rd., Lathrup Village, MI 48076	248-559-1990	No
The Associate for Women in Communications Detroit Chapter	Rose Ann Nicolai	2744 Ellwood, Berkley, MI 48072	248-582-8465	Yes
Broadcast Compliance Services	Robin Cooper	1700 Rockville Pike, Suite 400, Rockville, MD 20852	301-998-6136	Yes
Central Michigan University	Diane Prenkert	1200 S. Franklin, Ronan Hall, RM240, Mt. Pleasant, MI 48859	(989) 774-3068	No
College for Creative Studies	Career Services	201 E. Kirby, Detroit, MI, 48202	313-664-7960	No
Davenport University	Jennifer Bowden	27650 Dequindre, Warren MI, 48092	(586) 558-8700	No
Detroit Urban League	Shelita Richmond	208 Mack Ave., Detroit, MI 48201	313-832-4600	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Detroit Workforce Development	Pamela Moore	707 W. Milwaukee, Detroit, MI 48202	313-876-0674	No
The Emma Bowen Foundation	Sandra Rice	524 W. 57th St., New York, NY, 10019	212-975-2545	Yes
Focus Hope	Eleanor Josaitis	1355 Oakman Blvd., Detroit MI, 48238	(313) 494-4775	No
Jewish Vocational Services	Liz Rivard	29699 Southfield Rd., Southfield, MI 48076	(313) 833-8100	Yes
Jobs Today Network	Jon Wei	350 Bay Street, Suite 238, San Francisco CA, 94133	(415) 508-5386 Ext. 101	Yes
LinkedIn.com	LinkedIn.com	Mountain View, CA	N/A	No
MAB Job Bank	Sarah Beeskow	819 N. Washington Ave., Lansing, MI 48906	800-968-7622	No
Macomb Community College	Andrea Rickert	14500 E. 12 Mile Rd., Warren MI, 480888	(586) 445-7999	No
Madonna University	Christine Brant	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5300	Yes
Michigan State University	Theda Rudd	113 Student Services Bldg, East Lansing MI, 48824	(517) 355-9510	Yes
Michigan Works Oak Park/ Ferndale Service Center	Heather Coleman-Voss	713 E. Nine Mile Rd., Ferndale, MI 48220	248-586-8924	No
Michigan Works' Oak Park Career Center	Patricia Edmonds	22180 Parklawn, Room 105, Oak Park, MI 48237		No
Detroit Branch NAACP	Donnell White	8220 Second Ave., Detroit MI, 48202	(313) 871-2087, Ext. 2413	No
Oakland Community College- Auburn Hills	Director, Placement Services and Co-Op	2900 Featherstone Rd., Auburn Hills, MI 48326	248-232-4100	No
Oakland University	Denise McConkey	275 W. Vanderberg Hall, Rochester MI 48309	(248) 370-3250	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4461	Yes
Specs Howard School of Broadcast Arts	Anjenetta Hicks	19900 W. 9 Mile Rd., Southfield, MI 48075	248-358-9000	Yes
University of Detroit Mercy	Sheryl McGriff	4001 W. McNichols Rd., Detroit MI, 48221	(313) 993-1000	Yes
University of Michigan	Lynne Seville-White	3200 Student Activities Bldg., Ann Arbor MI, 48109	(734) 764-7460	No
University of Michigan Alumni Association	Laura Turner	200 Fletcher St., Ann Arbor 48109	734-764-3153	No
University of Michigan Athletic Dpt. Professional & Career Program	Jon Vigi	1000 South State Street, Ann Arbor, MI 48109	734-763-4181	No
University of Michigan Dearborn	Regina Storrs	4901 Evergreen, Rm 111CAB, Dearborn MI, 48128	(313) 593-5000	Yes
University of Phoenix Detroit Main Campus	Ebony Taylor	26261 Evergreen Rd., Southfield, MI 48076	248-675-3722	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Walsh College	Laurie Siebert	3838 Livernois Rd./P.O. Box 7006, Troy, MI 48009	248-689-8282	Yes
Wayne Co. Community College District	E. Martinus Whitfield	801 W. Fort St., Detroit MI, 48226	(313) 496-2500	Yes
Wayne State University	Arlinda Pringle	656 Reuther Mall, Room 1001, Detroit MI, 48202	313-577-3390	Yes
Western Michigan University	Lynn Kelly-Albertson	1401 Ellsworth Hall, Falamazoo MI 49008	269-387-2745	No